

# EXHIBIT 4

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**From:** Duffy Carmack  
**Sent:** Friday, March 31, 2017 10:11 AM  
**To:** Joyce Brooks  
**Cc:** David Matlock  
**Subject:** Interview Committee

Joyce,

I received a notice that I had been selected to participate on an interview committee. Normally I am glad to participate in this. However, I have known Joe personally for many years and do not feel that it would be fair to participate in this selection process.

Thanks

Duffy